









FIRE COOPERATIVE AGREEMENT "CO-OP"

WATERVILLE CITY — WATERVILLE TOWNSHIP — VILLAGE OF WHITEHOUSE

Whitehouse Fire Chief Hartbarger and Waterville Fire Chief Meyer

EASY BREAKDOWN

Whitehouse Years 1-5

- 4 Full Time Staff Added
- \$331,025 in Capital Purchases. This is a direct reduction of General Fund future expenditures.

Whitehouse Years 6-10

- Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing
- Capital Purchases revert to debt service and General Fund

Waterville Years 1-5

- 6 Full Time Staff Added
- \$251,505 in Capital Purchases

Waterville Years 6-10

- Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing
- Capital Purchases revert to debt service and General Fund

PROPOSAL

- This plan is identified as a Co-Op
 - **Partnership** Waterville, Waterville Township, and Whitehouse all work together to solve a growing problem. This solution is not just financial but also encompasses operational enhancements.
 - Autonomous Each department remains independent with operations and staff.
 - Sustainable Each community can establish a funding mechanism that is sustainable for the Fire Departments. This is the foundation if a district is the path of the future. By working together as a Co-Op, this plan can be analyzed over time to determine its successes or downfalls in order to plan for the future.
 - Tactical This plan stabilizes staffing and needs for 10 years.
 - **Responsible** This plan also achieves a large amount of capital purchases for each department.

OUR CONCERNS

- Our current model is <u>unsustainable</u> for the next few years.
- While each department still has dedicated volunteers, the model of a primary volunteer response is challenging. Work, family commitments, increased run volume, and State mandated training requirements have made it difficult to recruit and retain our volunteers.
- Part time employees have an average retention rate of 2.5 years. Full Time jobs with other Fire Departments are usually the reason for resignation. (That's a good thing!)
- On-Duty Officers are needed. The current model relies heavily on a Chief Officer to respond to most incidents. Thus a 24/7 on-duty requirement is faced for Chief Officers.
- Failed Responses. (No one showed up, or only 1 person responded, thus forcing another agency to respond.)
- These concerns revel the need for PERSONNEL and a way to fund it.

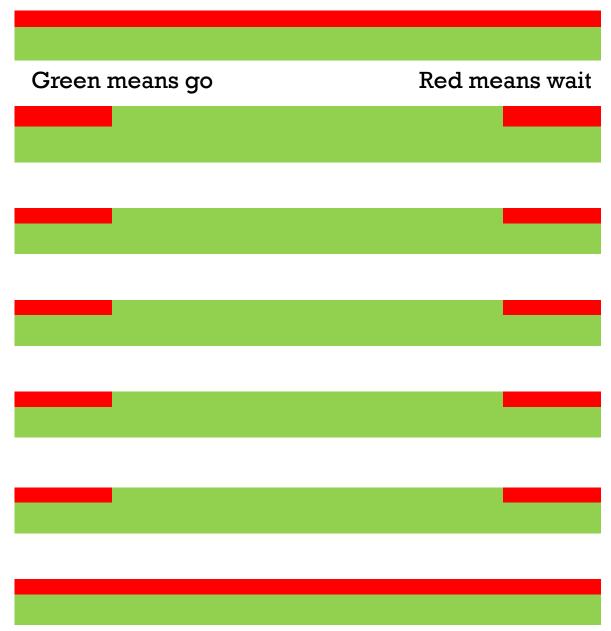
STAFFING LEVELS

EMS

• Per State of Ohio Law, a minimum of 2 EMT-Basics are required for a patient transport

Fire

- Per State of Ohio Law, a minimum of 4 personnel are required for entry into an immediately dangerous to life and health situation (not including rescue). The Chief Officer and pump operator can be counted but must be ready for crew rescue. (This is not ideal!).
- Fire Engine
 - 3 Firefighters with one ideally an officer (4 is preferred to stay in compliance)
- EMS Unit
 - 2 EMT-Basics or higher



WHITEHOUSE CURRENT STAFFING MODEL

- -Monday through Friday
 - I Full Time Chief
 - 1 Full Time Deputy Chief
 - 1 Full Time Training Officer
 - 1 Part Time Safety Assistant
 - -Seven Days a week 24-hour coverage on a 24/48 A,B,C Rotation
 - 2 Full Time FF / Paramedic (for Life Squad 9 response only)
 - 1 Full Time FF / Paramedic for Village of Whitehouse response
 - 1 Part Time EMT Basic or Paramedic (24/192 A,B,C rotation or contingent) for Village of Whitehouse response
 - -On Call FF / EMT or Volunteer FF / EMT
 - As needed for incidents

_	Staffing Requirements	7a to 8a	8a to 9a	9a to 12p	12p to 4p	4p to 5p	5p to 7a
<u>Sunday</u>	2	2	2	2	2	2	2
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		0	0	0	0	0	0
<u>Monday</u>							
Engine Crew	3	2	3	3	3	3	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
<u>Tuesday</u>							
Engine Crew	3	2	3	3	3	3	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
Wednesday							
Engine Crew	3	2	3	3	3	3	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
Thursday							
Engine Crew	3	2	3	3	3	3	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
<u>Friday</u>							
Engine Crew	3	2	3	3	3	3	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
Saturday							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		0	0	0	0	0	0
-							

WATERVILLE CURRENT STAFFING MODEL

- -Monday Through Friday
 - l Fire Chief
 - 1 Full Time Deputy Chief
 - 1 Part Time Executive Secretary
 - Seven Days a week 24-hour coverage
 - 2 Part Time contingent FF / EMT's or Paramedics
 - On Call FF / EMT or Volunteer FF / EMT
 - As needed for Incidents

	Staffing Requirements	7a to 8a	8a to 9a	9a to 12p	12p to 4p	4p to 5p	5p to 7a
<u>Sunday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		0	0	0	0	0	0
<u>Monday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		1	2	1	1	0	0
<u>Tuesday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		0	2	2	2	0	0
<u>Wednesday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		0	1	1	1	1	0
<u>Thursday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		0	2	2	2	2	0
<u>Friday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		0	1	1	2	1	0
<u>Saturday</u>							
Engine Crew	3	2	2	2	2	2	2
Medic Crew	2	2	2	2	2	2	2
Admin		0	0	0	0	0	0

PROPOSED CO-OP SOLUTION YEARS 1-5 WHITEHOUSE

- Monday through Friday daytime remains the same
- Whitehouse Staffing Model
 - -Seven Days a week 24-hour coverage on a 24/48 A,B,C Rotation
 - 2 Full Time FF / Paramedic (for Life Squad 9 response only total of 6)
 - 1 Full Time FF / Paramedic for Station 85 (total of 3)
 - The shift officer position would be all Captains. They would cover the officer position nights and weekends on the Fire Side. In the event the Full Time officer is off, the Chief, Deputy Chief, Training Officer, and current Volunteer officers would cover.
 - 1 Part Time FF / EMT Basic or Paramedic (24/192 A,B,C rotation or contingent. This ensures employees are under 35 hours per week.) for Whitehouse
 - I New Full Time FF / EMT Basic and 2 new Paramedics (one per A, B and C shift a total of 3 people)
 - 1 New Full Time FF / EMT Basic Swing Position. (Total of 1)
 - This position would fill in for requested Vacation / Sick / Comp Time. The individual selected would work a standard 48-hour work week. This individual would know the schedule of work two weeks prior. They would also be first up for choice of overtime.

-On Call FF / EMT or Volunteer FF / EMT

- Volunteers are vital. We will need to focus on recruitment and retention.
- New Specialization for Volunteers
- New On Call opportunity for 3rd fire position
- Estimated costs for year 1-5 at \$500,000



<u>Sunday</u>	Staffing Requirments	7a to 8a	8a to 9a	9a to 12p	12p to 4p	4p to 5p	5p to 7a
Engine Crew	3	3	3	3	3	3	3
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		0	0	0	0	0	0
<u>Monday</u>							
Engine Crew	3	3	3	3	3	3	3
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
<u>Tuesday</u>							
Engine Crew	3	3	3	3	3	3	3
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
<u>Wednesday</u>		_		_	_		_
Engine Crew	3	3	3	3	3	3	3
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
<u>Thursday</u>							
Engine Crew	3	3	3	3	3	3	3
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		1	3	3	2	1	0
Put days							
Friday	3	2	3	3	2	3	3
Engine Crew	2	3 2	2	2	3 2	2	2
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	1	3	3	2	1	0
Admin		1	3	5	۷	1	U
<u>Saturday</u>							
Engine Crew	3	3	3	3	3	3	3
Medic Crew	2	2	2	2	2	2	2
Life Squad	2	2	2	2	2	2	2
Admin		0	0	0	0	0	0

PROPOSED CO-OP SOLUTION YEARS 1-5 WATERVILLE

- -Monday through Friday daytime remains the same
 - Seven Days a week 24-hour coverage
 - 2 Full Time FF EMT's or Paramedics 24/48 A,B,C rotation
 - Addition of 6 Full Time positions (The Current positions are included in this model to make 6).
 - 1 Position per shift will eventually be trained and assigned an officer role. In the event the Full Time officer is off, the Chief, Deputy Chief, and current Volunteer officers would cover.
 - 2 Part Time FF EMT's or Paramedics (24/192 A,B,C rotation or contingent. This ensures employees are under 35 hours per week)
 - -On Call FF / EMT or Volunteer FF / EMT
 - Volunteers are vital. We will need to focus on Recruitment and Retention.
 - New Specialization for Volunteers
 - New On Call opportunity for 3rd fire position
 - Estimated costs for year 1-5 at \$750,000.

	Staffing Requirements	7a to 8a	8a to 9a	9a to 12p	12p to 4p	4p to 5p	5p to 7a
Sunday	2	4	4	4	4	4	4
Engine Crew	3 2	4	4				4
Medic Crew	2	0	0	0	0	0	0
Admin		U	U	U	U	U	U
<u>Monday</u>							
Engine Crew	3	4	4	4	4	4	4
Medic Crew	2	4	4	4	4	4	4
		1	3	2	2	0	0
<u>Tuesday</u>							
Engine Crew	3	4	4	4	4	4	4
Medic Crew	2	4	4	4	4	4	4
Admin		0	3	3	3	0	0
<u>Wednesday</u>							
Engine Crew	3	4	4	4	4	4	4
Medic Crew	2	4	4	4	4	4	4
Admin		0	2	2	2	2	0
<u>Thursday</u>	_				_		_
Engine Crew	3	4	4	4	4	4	4
Medic Crew	2	4	4	4	4	4	4
Admin		0	3	3	3	3	0
<u>Friday</u>	2	4	4	4	4	4	4
Engine Crew	3	4	4	4	4	4	4
Medic Crew	2	4	4	4	4	4	4
Admin		0	2	2	3	2	0
Catuudau							
Saturday Engine Crow	3	4	4	4	4	4	4
Engine Crew	2	4	4	4	4	4	
Medic Crew	۷	0	0	0	0	0	0
Admin		U	U	U	U	U	U

PROPOSED CO-OP SOLUTION YEARS 6-10 WHITEHOUSE

- Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing
- Capital Purchases revert to debt service and General Fund

PROPOSED CO-OP SOLUTION YEARS 6-10 WATERVILLE

- Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing
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WATERVILLE TOWNSHIP CURRENT LEVIES

- Current Levies
 - 1986 1.5mil continuous levy
 - 2000 1.5mil continuous levy
 - Both bring in approximately \$112,000 and cost the average homeowner about \$50.00 per \$100,000
 - Verified Lucas County Auditors Officer, Josh Rosso 2019

CO-OP FUNDING MODEL

- Our proposal is for each community to place a 3.25 mil Levy on the Ballot for Fire staffing, EMS staffing, and Capital Purchases. This levy provides a sustainable funding model for each department for the next 5 through 10 years.
- Waterville Township will contribute current levies as well.
- Recommendation of a 10-year contract for Waterville Township with the funds to be equally divided among the municipalities.
- Figures verified by the Lucas County Auditors Officer
- The levy would bring in the following amounts below:
 - Waterville Township = \$206,244 that costs about \$114 per \$100,000 per year
 - Waterville City = \$641,179 that costs about \$114 per \$100,000 per year
 - Whitehouse = \$408,085 that costs about \$114 per \$100,000 per year
 - Waterville City = \$800,301 allocated for staffing and Capital per year
 - Whitehouse = \$567,205 allocated for staffing and Capital per year
 - These estimated numbers were provided by the Lucas County Auditors Officer, Josh Rosso

In this Model both Waterville and Whitehouse still contribute General Fund monies for current Models. Waterville Township contributes its existing levies as well.

CO-OP FUNDING MODEL CONTINUED

- Whitehouse years 1-5
 - Staffing usage \$500,000
 - Capital Account \$66,205 (\$331,025) 5-year accumulation)
- Whitehouse years 6-10
 - Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing
- Waterville years 1-5
 - Staffing usage \$750,000
 - Capital account \$50,301 (\$251,305) 5-year accumulation)
 - **Capital Plan on page 23 is balanced with general fund money**
- Waterville years 6-10
 - Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing

CAPITAL PURCHASES YEARS 1-5 WHITTHOUSE

1-5 Year Needs

 SCBA and Bottles 	\$181,87
Station Upgrades	\$40,000
Turnout Gear	\$109,150

• Total \$331,025

- 6-10 Year
 - Replacement funding needed as Capital Money is reverted to staffing for years 6-10



CAPITAL PURCHASES YEARS 1-5 WATERVILLE

1-5 Year Needs

Station Upgrades	\$25,000
 SCBA Cascade System 	\$55,000
 Deputy Chief Vehicle 	\$24,000
 SCBA Packs and Bottles 	\$125,000
Radios	\$50,000

• Total \$279,000

Note additional funds for capital made up from Waterville City general fund

• 6-10 Year

Replacement funding needed as Capital Money is reverted to staffing for years 6-10

CO-OP MUTUAL BENEFITS

- This model represents an economy of scale, growth in all communities represents an equalization amongst residents.
- Autonomy is kept with each department; however the funding model represents a true co-op partnership.
- Half the millage of the proposed district at 3.25 Mils versus 6.5 Mils. This also employs full-time staff versus up to 60 part-time staff needed. (ie: Reduction in turnout gear, uniforms, physicals, etc.)
- While we understand that contracts are not a reflection of ownership for Waterville Township, this funding model allows future opportunity if they decide to change providers or start their own department.

CO-OP OPERATIONAL GOALS

- Provide enough in-station personnel for guaranteed initial response.
- Align standard operating procedures for both fire and EMS.
- Mutual hiring practices to allow employees opportunities to work at both departments.
- Standardize equipment and apparatus purchases to prevent duplication and assist in familiarization for employees regardless of location of work.
- Enhance training opportunities through partnership allowing flexible schedules and opportunities.
- Expand incident deployment strategies utilizing both stations and staff.
- Work together on regional grants to potentially lower the tax burden on the citizens.
- Provide reports and continuous meetings analyzing the effectiveness of the Co-Op.

WHITEHOUSE STATS

Whitehouse Fire Department 2015 to 2019 Statistics

	2015	2016	2017	2018	2019
Total Incidents	793	706	735	887	927
# Incidents in the Village	463	405	462	530	530
# Incidents in Waterville Twp	77	83	79	108	110
# Incidents in Swanton Twp	196	161	140	157	168
Total Staff	43	43	51	56	55
Vol Staff	20	21	24	21	18
Vol EMT	13	16	17	14	11
Vol Medic	5	3	5	5	5
Volunteers That Retired	0	1	1	1	1
Volunteers that Were Hired	1	3	4	2	2
Volunteers That Moved and/or Quit	0	1	0	0	3
Training Hours	1,241.15	2,600.00	1,825.30	1,543.10	1,853.50
Part Time	9	11	15	25	25
Part Time EMT	3	3	6	10	13
Part Time Medic	6	8	9	15	12
Part Time That Quit	2	0	0	2	2
Part Time That Was Hired	2	0	2	6	4
Part Time Moved to Full Time	0	0	2	0	1
Full Time	11	11	11	11	12
Full Time EMT	0	0	0	0	1
Full Time Medic	11	11	11	11	11
Full Time That Quit					
Tall Time That Quit	0	0	1	0	0
Full Time That Was Hired	0 0	0 0	1 0	0 0	0 1

Notes: These statistics do not reflect incidents in other jurisdictions other than listed above.

Waterville Fire Department 2015 to 2019 Statistics

WATERVILLE STATS

	2015	2016	2017	2018	2019
Total Incidents	631	596	700	713	733
# Incidents in the Village/City	528	534	621	667	663
# Incidents in Waterville Twp	77	53	80	99	62
Total Staff	34	39	33	29	32
Vol Staff	21	22	16	11	12
Vol EMT	17	18	13	11	10
Vol Medic	4	4	3	0	2
Volunteers That Retired	N/A	N/A	N/A	N/A	N/A
Volunteers that Were Hired	N/A	N/A	N/A	N/A	N/A
Volunteers That Moved and/or Quit	N/A	N/A	N/A	N/A	N/A
Training Hours	1,877.76	1,357.03	1,086.26	1,105.91	1,870.19
Part Time	13	17	17	18	20
Part Time EMT	4	7	8	13	15
Part Time Medic	9	10	9	5	5
Part Time That Quit	N/A	N/A	N/A	N/A	N/A
Part Time That Was Hired	N/A	N/A	N/A	N/A	N/A
Part Time Moved to Full Time	N/A	N/A	N/A	N/A	N/A
Full Time	2	2	2	2	1
Full Time EMT	0	0	0	0	0
Full Time Medic	0	0	0	0	0
Full Time That Quit	N/A	N/A	N/A	N/A	N/A
Full Time That Was Hired	N/A	N/A	N/A	N/A	N/A

Notes: These statistics do not reflect incidents in other jurisdictions other than listed above.

EASY BREAKDOWN

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- 4 Full Time Staff Added
- \$331,025 in Capital Purchases. This is a direct reduction of General Fund future expenditures.

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Waterville Years 1-5

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Waterville Years 6-10

- Residual funds or Increase in levy collection due to growth in community is utilized for additional staffing
- Capital Purchases revert to debt service and General Fund

INFORMATION

- Virtual Townhall Meetings
 - Whitehouse 5:00 pm before every regular scheduled council meeting. Information will be on Village website

Feel Free to contact either Chief Hartbarger or Chief Meyer for any questions -

- Joshua Hartbarger 419-262-6502 jhartbarger@whitehouseoh.gov
- Doug Meyer 419-344-8618 <u>dmeyer@waterville.org</u>

PRESENTATION END